

## Effect of Work Fatigue and Workload on Organizational Commitment on Operators at PT Tunas Baru Lampung Tbk-Banyuasin

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### Abstract

*This study aims to determine the effect of Work Fatigue and Workload on Organizational Commitment at PT. Tunas Baru Lampung, Tbk-Banyuasin. The sample in this study was 70 respondents. This type of research uses a quantitative approach and uses a Likert scale. The analysis used is multiple linear regression, and hypothesis testing using T-test and F test which is processed using SPSS V.25 program and produces the regression equation  $Y = 32.694 - 0.127X1 + 0.155X2$ . The result of this research is that work fatigue has no significant effect on organizational commitment while the workload has a significant effect on organizational commitment at PT. Tunas Baru Lampung, Tbk-Banyuasin. This can be seen from the T-test, namely T count 1.893 with a significant level of  $0.000 < 0.05$  T count  $> T$  table ( $1.893 > 1.667$ ).*

### Keywords

work fatigue; workload;  
organizational commitment



## I. Introduction

Work fatigue is part of the common problems that are often encountered in the workforce. Number of work accidents based on the report of the International Labor Organization (ILO) in 2010, worldwide there are more than 337 million accidents at work per year. Fatigue is a condition in which the body runs out of energy due to the prolongation of the work done. Work fatigue is a symptom marked by a decrease in work efficiency and resilience (Sciences, 2016)

Another opinion put forward by (Sciences, 2016) work fatigue is the condition of the body of an individual or employee who experiences feelings of fatigue during or after work so that it can reduce employee performance and productivity. Meanwhile, according to (Fitria, 2013) Fatigue is a part of the body's mechanism to protect the body so that the body avoids more severe damage, and will recover when resting.

The external workload factor is the workload factor that comes from outside the worker's body while the workload internal factor is the work factor that comes from within the worker's own body. The workload is a set or number of activities that must be completed by an organizational unit or position holder within a certain period. (Sciences, 2016), the workload is the tasks given to the workforce or employees to be completed at a certain time by using the skills and potential of the workforce.

Ibrahim, (2014) explains that workload is a collection or number of activities that must be completed by an organizational unit or position holder within a certain period.

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According to Syahreza, and, the workload is a condition of work with job descriptions that must be completed within a certain time limit, Yusnia et al., (2021) every job is a burden for the perpetrator. The burden depends on how the person works so it is called workload. So the definition of workload is the ability of the human body to accept work. Based on an ergonomic point of view, every workload received by a person must be appropriate and balanced both to the physical abilities, cognitive abilities, and limitations of humans who receive the load. The burden can be in the form of a physical burden or a mental burden. The physical workload can be in the form of heavy work such as caring, transporting, lifting, and pushing. While the mental workload can be in the form of the extent to which the level of expertise and work performance are possessed by individuals with other individuals. This means that in work contains elements of the standard that achievement must be met, so, for those who reach the standards set means good performance (Wahjudewanti, 2021).

Based on the above understanding, it can be concluded that the workload is a condition in which individuals must complete their work within a predetermined time limit. This research was conducted to see the effect of work fatigue and workload on organizational commitment at PT. Tunas Baru Lampung, Tbk- Banyuasin. Organizational commitment is an interesting phenomenon because of the importance of a person's commitment to the company where the individual works or his organization, therefore many researchers want to examine organizational commitment.

Based on the opinion Maulana, (2015) stated that organizational commitment is the attitude and feeling that each individual has towards his or her organization, this attitude can be seen from the decision of each individual to continue or not continue his membership in the organization and can make the best contribution to the progress of the company where it belongs. work wholeheartedly. Organizational commitment is a feeling in the form of belief in the values contained in an organization, the involvement of individuals in the interests of the organization with full effort, and loyalty to the organization (wanting to become a permanent member in the organization) which is a statement from an employee in his organization.

## II. Research Method

### 2.1 Variable Operation

According to (Hamdani, 2016) this research variable is an attribute or nature, or value of people, objects, or activities that have certain variations set by researchers to be studied and concluded. Based on the above understanding, in this study, there are 2 variables to be studied. These variables are:

- a) Independent variable or independent variable (X)

Independent variables are types of variables that explain or influence other variables. The independent variable is often called the stimulus/predictor variable. In Indonesia, it is often referred to as an independent variable, a variable that affects or causes the change or emergence of an independent variable. In this study, there are two independent variables (X), namely Work Fatigue (x1), and Workload (x2).

- b) Dependent variable or dependent variable (Y)

The dependent variable is the type of variable that is explained or influenced by the independent variable. In Indonesia, it is often referred to as the dependent variable. The dependent variable is the variable that is affected or which is the result of the independent variable. In this study, there is one dependent variable or dependent variable (Y), namely Organizational Commitment.

So that this research can be carried out as expected, it is necessary to understand the various elements that form the basis of scientific research contained in the operationalization of research variables. The following is a description of each variable contained in this study:

**Table 1.** Variable Operationalization

No	Variable Study	Definition	Indicator	Measurement
1	Fatigue work	That something condition where decline efficiency performance work and decrease strength or endurance physique body for going continue must have activities conducted	- Fatigue emotional - Depersonalization - Reduced personal accomplishments	Likert scale
2	Workload _	Some activity jobs that use all body organs for Fulfill demands work at hand good by the physique as well as mentally.	must target achieved - Condition profession - Standard profession	Likert scale
3	Commitment organizational	Something interesting phenomenon _ is because something important is commitment to somebody to the company, the place the individual works or the organization, so many researchers want to research commitment to an organization.	- Will - Loyalty - Pride	Likert scale

### 3.1 Data Types and Sources

The type of data in this study is quantitative data. Because the data obtained will be in the form of numbers, the data obtained will be analyzed. Sources of data in quantitative research are interviews, observations, photos, and others, the data sources used in this study are:

a) Primary Data Sources

Primary data sources are obtained through interviews and direct observations in the field, primary data sources are data taken directly by researchers to the source without

any intermediary by digging the source directly through the respondent. Primary data sources in this study are employees

b) Secondary data sources

Secondary data sources are obtained through documentation and literature study with the help of print media and print media and internet media as well as field notes. Secondary data sources are indirect data sources that can provide additional data and strengthen research data.

### 2.3 Techniques and Data Collection

Data collection techniques are a way of obtaining the data needed in research. In this study the techniques used include the following:

a) Observation

Observation is a research activity to collect data related to research problems through a process of direct observation in the field. Researchers are there, to get valid evidence in the report to be submitted. Observation is a data collection method in which researchers record information as they witnessed during the study (W. Gulo, 2002: 116).

b) Interview (interview)

An interview is a conversation with a specific purpose. The conversation was carried out by two parties, namely the interviewer who asked the question and the interviewee who answered the question (Lexy J. Meleong, 2010: 186).

c) Documentation

The use of documents has long been used in research as a data source because in many cases documents as a data source are used to test, interpret, and even predict (Lexy J. Meleong, 2010: 217) the existence of documentation to support the data.

d) Questionnaire

Questionnaires are data or information collection instruments that are operationalized in the form of items or questions.

### 2.4 Population and Sample

a) Population

The population is the entire object of research or the object under study (Rachman, 2018) The population in this study are all operators who work at PT Tunas Baru Lampung TBK-Banyuasin, totaling 70 operators

b) Sample

The sample is part of the population that has certain characteristics or conditions to be studied (Riduwan, 2007), Meanwhile, according to (Gulo, 2010) the sample is a subset/subset of a population, the sample provides a correct picture of the population. In this company's research, the sample used is saturated sampling where all members of the population are sampled, namely 70 people.

### 2.5 Analysis Technique

According to Sugiyono (2010), data analysis techniques are the process of searching for data, systematically compiling data obtained from interviews, field notes, and documentation, by organizing data into units, synthesizing, and compiling it into a pattern of choosing which ones are important. and what will be studied, and make conclusions so that they are easily understood by themselves and others?

The data analysis technique used in this research is the type of quantitative data. Arikunto (2006) said that quantitative research is a research approach that uses a lot of numbers, starting from collecting data, interpreting the data obtained and presenting the

results. Creswell (2012) also says that quantitative research requires a researcher to explain how one variable affects other variables.

a) Descriptive statistics

This refers to the transformation of raw data into a form that will make it easier for the reader to understand and interpret the meaning of the data or numbers displayed. So that researchers can easily determine the length of the interval in the measuring instrument, so that the measuring instrument when used in measurements will produce quantitative data, the measurement scale used by researchers in this study is the Likert scale. With a Likert scale, the variables that will be translated into indicator variables, then variables are used as benchmarks for compiling instrument items in the form of statements or questions.

b) Multiple Linear Regression Analysis

Linear regression analysis is used to obtain a mathematical relationship in the form of an equation between the dependent variable and the independent variable. This analysis is used to test how the effect of the independent variable (X) on the dependent variable (Y) which is formulated as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Information

Y = Commitment Organizational

a = constant value

X<sub>1</sub> = Fatigue Work

X<sub>2</sub> = Workload

b<sub>1</sub> = Coefficient regression from X<sub>1</sub>

b<sub>2</sub> = Coefficient regression from X<sub>2</sub>

e = Standard Error

## 2.6 Instrument Testing

a) Validation Test

According to (Maiti & Bidinger, 2017) the validity test is used to measure the validity or validity of a questionnaire. A questionnaire is said to be valid if the questions on the questionnaire can reveal something that will be measured by the questionnaire. Valid research is the result of research that has similarities between the two collected data and the data that occurs in the object under study. To test the validity of the instrument the steps that must be taken are:

a. The basis for making decisions:

If the correlation value (count) is above 0.3, it can be said that the item provides a sufficient level of validity, otherwise, if the correlation value (count) is below 0.3, it can be concluded that the instrument item is invalid, so it must be corrected or discarded.

A validity test was conducted to determine whether each item in the instrument was valid or invalid. The validity test is carried out by calculating the correlation between the constituent indicators and the total score of the variables.

According to (Sugiyono 2013) valid research is the result of research that has similarities between the two data collected and the data that occurs in the object under study. To test the validity of the instrument the steps that must be taken are:

a. Operationally identify the concept to be measured.

b. Conducting a measurement scale trial on some respondents.

c. Prepare answer tabulation table

- d. Calculating the correlation of each statement with the total score using the product moment correlation technique formula is as follows:

$$h = \frac{(\sum xy) - (\sum x)(\sum y) / n}{\sqrt{[(\sum x^2) - (\sum x)^2 / n][(\sum y^2) - (\sum y)^2 / n]}}$$

Information :

n = number of respondents

x = variable score

y = total score of the variables for the nth respondent

For the conditions for an instrument to be said to be valid, the following provisions are used:

- a) If  $r$  arithmetic  $>$   $r$  table with 95% confidence level then the instrument is said to be valid.
  - b) If  $r$  count  $r$  table with 95% confidence level then the instrument is said to be invalid.
- b. The basis for making decisions:

If the correlation value (count) is above 0.3, it can be said that the item provides a sufficient level of validity, otherwise, if the correlation value (count) is below 0.3, it can be concluded that the instrument item is invalid, so it must be corrected or discarded.

A validity test was conducted to determine whether each item in the instrument was valid or invalid. The validity test is carried out by calculating the correlation between the constituent indicators and the total score of the variables.

## 2.7 Reliability Test

Reliability is a measuring tool to measure a questionnaire which is an indicator of a variable or construct. The reliability test ensures whether the research questionnaire that will be used to collect data on research variables is reliable or not. According to (Maiti & Bidinger, 2017) reliability is the extent to which measurement results using the same object will produce the same data. This study uses the Cronbach Alpha technique method, an instrument that can be said to be reliable (Reliable) if it has a reliability coefficient of 0.700. To test the reliability of this study, the researcher used the Cronbach alpha reliability coefficient, namely:

$$r_{11} = \frac{(\sum x^2) - (\sum x)^2 / n}{\sum x^2}$$

Description:

$r_{11}$  = reliability sought

n = number of question items tested

$\sum x^2$  = Total variance score each item

$(\sum x)^2 / n$  = Total variance

Provision variable said reliable or no is as follows:

- a) If the value *Cronbach's Alpha*  $>$  0.60 then the item can be declared reliable
- b) If the value of *Cronbach's Alpha* is 0.60 then the item can be declared not reliable.

## 2.8 Hypothesis Testing

- a) F test (simultaneous test)

(Maiti & Bidinger, 2017) said that the f test was carried out to test all independent variables, namely: work fatigue and workload on one independent variable, namely organizational commitment. Hypothesis testing using the simultaneous test with the F-test aims to determine the effect of the independent variable on the dependent variable. The hypothesis put forward can be described as follows:

- 1) Formulating a hypothesis

Ho:  $b_i = 0$ , meaning that there is no significant effect between the independent variables simultaneously on the dependent variable. Ho:  $b_i \neq 0$ , meaning that there is a significant effect between the independent variables simultaneously on the dependent variable.

- 2) Determine the level of significance (level of significant ( $\alpha$ ))  
Determine the significant level ( $\alpha$ ) = 5% with degrees of freedom (df) = (k-1); (nk). Thus the F-table is  $F_{\alpha}(k-1); (nk)$ .
- 3) Test Criteria  
Ho is accepted if F-count < F-table or significance > (0.05) Ho is rejected if F-count > F-table or significance < (0.05)
- 4) Conclusion  
If Ho is accepted, it means that all independent variables consisting of Work Fatigue and Workload Simultaneously have no significant effect on Organizational Commitment at PT. Tunas Baru Lampung, Tbk-Banyuasin.  
Conversely, if Ho is rejected, it means that the independent variable simultaneously has a significant effect on the dependent variable.

b) T Test (Partial Test)

According to (Maiti & Bidinger, 2017) the purpose of the t-test is to determine the effect between the independent variable and the dependent variable in a partial manner. To find out whether there is a significant effect of the independent variable. The partial hypothesis is needed to determine the extent of the relationship between one variable and another variable, and whether the relationship affects each other or not.

The basis for deciding to accept or reject Ho in this test is as follows.

- a. If the significant value is > 0.05, then Ho is accepted or Ha is rejected (the difference is not significant).
- b. If the significant value is < 0.05, then Ho is rejected or Ha is accepted (significant difference).

Paired T-test formula

$$t = \frac{\bar{X}_1 - \bar{X}_2}{\frac{SD}{\sqrt{N}}}$$

t = Value t count

= Average of sample 1 and 2 measurements

SD = Standard deviation of sample measurements 1 and 2

N = Number of samples

To interpret the Paired sample t-test, it must first be determined:

- Value
- df (degree of freedom) = Nk

For paired sample t-test df = N-1

- Compare the t-count value with the t-table value

Furthermore, the t count is compared with the t table with a significance level of 95%. the decision-making criteria are:

T table > T count = Ho is accepted or Ha is rejected

T table < T count = Ho is rejected or Ha is accepted

### III. Discussion

#### 3.1 Discussion Description

The data used in this study is primary data, namely data obtained directly in the object of research. The data collection method used is by distributing questionnaires with 70 employees as respondents.

### 3.2 Characteristics of Respondents

Based on the results of respondents' responses, below will the authors explain in advance the identity of the respondent. Characteristics of respondents were identified based on gender, age, last education, work unit, income, and length of work. Following are the characteristics of the respondents:

#### a. Characteristics of Respondents by Gender

Description and number of operator gender at PT. Tunas Baru Lampung, Tbk-Banyuasin can be seen in table 1 below:

**Table 1. Characteristics of Respondents by Gender**

		Type Sex			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	70	100.0	100.0	100.0

Source: Results of SPSS Data processing Version 25, 2022

Based on table 1 above shows that the 70 respondents were all male.

#### b. Characteristics of Respondents Based on Age

The description of the age of the employees of Pt Tunas Baru Lampung, Tbk-Banyuasin can be seen in table 2 below:

**Table 2. Characteristics of Respondents Based on Age**

		Age			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	2	69	98.6	98.6	100.0
	Total	70	100.0	100.0	

Source: Results of SPSS Data processing Version 25, 2022

Based on table 2, it can be seen that there are 1 respondent aged 20-30 years or 1.4% while those aged <30 years are 69 people or 98.6% This is because age <30 is more productive to do work

#### c. Characteristics of Respondents Based on Education

The education level of PT Tunas Baru Lampung, Tbk-Banyuasin can be seen in table 3 below:

**Table 3. Characteristics of Respondents Based on Education**

		education final			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	69	98.6	98.6	98.6
	2	1	1.4	1.4	100.0
	Tota l	70	100.0	100.0	

Source: Results of SPSS Data processing Version 25, 2022

Based on table 3 shows that of the 70 respondents studied, there are 69 high school respondents or 98.6% while Diploma respondents are only 1 person or 1.4%.



#### d. Characteristics of Respondents Based on Income

The description and age of health workers at Pt Tunas Baru Lampung, Tbk-Banyuasin can be seen in table 4 below:

**Table 4.** Characteristics of Respondents Based on Income

		Income			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	70	100.0	100.0	100.0

Source: Results of SPSS Data processing Version 25, 2022

Based on table 4 above, the researcher concludes from the results of the questionnaire that it can be seen that the respondents, totaling 70 people, all earn Rp. 300.000 – Rp. 500.000.

#### e. Characteristics of Respondents Based on the Length of Work

The description of the working period of the employees of Pt Tunas Baru Lampung, Tbk-Banyuasin can be seen in table 5 below:

**Table 5.** Characteristics of Respondents Based on the Length of Work Long Working

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.9	2.9	2.9
	2	68	97.1	97.1	100.0
	Total	70	100.0	100.0	

Source: Results of SPSS Data processing Version 25, 2022

Based on table 5 shows that of the 70 respondents studied, respondents with a work period of 1-3 years were 2 people or 2.9%, and respondents with a working period of > 3 years were 68 people or 97.1%.

#### f. Characteristics of Respondents Based on Work Units

**Table 6.** Characteristics of Respondents Based on the Length of Work work unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	70	100.0	100.0	100.0

Source: Results of SPSS Data processing Version 25, 2022

Based on table 6 shows that of the 70 respondents studied, the work unit is an operator.

### 3.3 Instrument Test

#### 1. Validity test

The questionnaire will be said to be valid if the questions on the questionnaire can reveal something that will be revealed by the questionnaire (Sugiyono, 2017). The validity test decision criteria are as follows:

- 1) If  $r$  count:  $> r$  table then the questionnaire is valid

2) If r count: < r table then the questionnaire is not valid

The results of testing the validity of organizational culture variables can be seen in the following table:

**Table 7. Work Fatigue Validity Test**

Number Statement	Description	Total	Information
X1.1	<i>Pearson Correlation</i>	,309**	Valid
X1.2	<i>Pearson Correlation</i>	,404**	Valid
X1.3	<i>Pearson Correlation</i>	,341**	Valid
X1.4	<i>Pearson Correlation</i>	,336**	Valid
X1.5	<i>Pearson Correlation</i>	,316**	Valid
X1.6	<i>Pearson Correlation</i>	.552**	Valid
X1.7	<i>Pearson Correlation</i>	,598**	Valid
X1.8	<i>Pearson Correlation</i>	,478**	Valid
X1.9	<i>Pearson Correlation</i>	,245**	Valid
X1.10	<i>Pearson Correlation</i>	.595**	Valid
X1.11	<i>Pearson Correlation</i>	,423**	Valid
X1.12	<i>Pearson Correlation</i>	.592**	Valid
X1.13	<i>Pearson Correlation</i>	,298**	Valid

Source: Results of SPSS Data processing Version 25, 2022

Based on table 6 above, it is explained that the results of the validity test have 13 instrument statement items that have an r table value of 0.239. This shows that the calculated r value of the work fatigue variable is greater than the r table which means that all statements are declared valid.

**Table 8. Workload Validity Test (x2)**

Number Statement	Description	Total	Information
X2.1	<i>Pearson Correlation</i>	,252**	Valid
X2.2	<i>Pearson Correlation</i>	,392**	Valid
X2.3	<i>Pearson Correlation</i>	,274**	Valid

X2.4	<i>Pearson Correlation</i>	,440 **	Valid
X2.5	<i>Pearson Correlation</i>	,405 **	Valid
X2.6	<i>Pearson Correlation</i>	,373 **	Valid
X2.7	<i>Pearson Correlation</i>	,367 **	Valid

Source: Results of SPSS Data processing Version 25, 2022

Based on table 7 above, it is explained that the validity test results have 7 instrument statement items that have an r table value of 0.239. This shows that the calculated r value of the workload variable is greater than the r table which means that all statements are declared valid.

**Table 9.** Organizational Commitment Validity Test (Y)

Number Statement	Description	Total	Information
Y1	<i>Pearson Correlation</i>	,421 **	Valid
Y2	<i>Pearson Correlation</i>	,402 **	Valid
Y3	<i>Pearson Correlation</i>	,412 **	Valid
Y4	<i>Pearson Correlation</i>	,436 **	Valid
Y5	<i>Pearson Correlation</i>	,307 **	Valid
Y6	<i>Pearson Correlation</i>	,325 **	Valid
Y7	<i>Pearson Correlation</i>	,466 **	Valid
Y8	<i>Pearson Correlation</i>	,441 **	Valid
Y9	<i>Pearson Correlation</i>	,484 **	Valid

Source: Results of SPSS Data processing Version 25.2022

Based on table 9 above, it is explained that the results of the validity test have 9 instrument statement items that have an r table value of 0.239. This shows that the calculated r value of the organizational commitment variable is greater than the r table which means that all statements are declared valid.

## 2. Reliability Test

The reliability test can be seen from the magnitude of the Cronbach alpha value of each variable. Cronbach alpha is used to show the consistency of respondents in responding to all statement items. In the reliability test of the questionnaire, it is said that the Cronbach alpha value is  $> 0.60$ .

**Table 9. Work Fatigue Variable Reliability Test Results**

Reliability Statistics	
Cronbach's Alpha	N of Items
.692	14

Source: Results of SPSS Data Processing Version 25, 2022

Based on table 9, it is known that the Cronbach alpha variable for work fatigue is 0.692, it can be concluded that the work fatigue variable is declared reliable because the Cronbach alpha is 0.6.

**Table 10. Workload Variable Reliability Test Results**

Reliability Statistics	
Cronbach's Alpha	N of Items
.559	8

Source: Results of SPSS Data Processing Version 25, 2022

Based on table 10, it is known that the Cronbach alpha table for the workload variable is 0.559, it can be concluded that the workload variable is declared reliable because the Cronbach alpha is 0.6.

**Table 11. Organizational Commitment Reliability Test Results**

Reliability Statistics	
Cronbach's Alpha	N of Items
.651	10

Source: Results of SPSS Data Processing Version 25, 2022

Based on table 11, it is known that the Cronbach alpha variable for organizational commitment is 0.651, so it can be concluded that the organizational commitment variable is declared reliable because the Cronbach alpha is 0.6.

### 3.4 Data Analysis Technique

#### 1. Simple Linear Regression Analysis

**Table 12. Simple Linear Regression Analysis Coefficients <sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficient	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	32,694	3.776		8,657	.000
	Fatigue Work	-.127	.078	-.191	-1.625	.109
	Workload _	.155	.097	.187	1.593	.116

a. Dependent Variable: Commitment Organizational  
Source: SPSS Data Processing Results Version 25, 2022

Based on the results of the SPSS output in table 12, it is determined based on the values in column (B). Then the regression equation can be arranged as follows:

$$Y = 32.694 - 0.127X_1 + 0.155X_2$$

Based on this equation, it is possible to predict organizational commitment (y) based on the value of the constant and the value of the x variable as follows:

- 1) The constant value (a) is the fixed value of the organizational commitment variable (y) if the work fatigue variable (x1), and workload (x2) are 0, then the organizational commitment variable is 32,694.
- 2) The magnitude of the effect of work fatigue on organizational commitment is seen from the beta column, which is 0.155, while work fatigue on organizational commitment is smaller, seen from the beta column, which is 0.127.

## 2. f . test

**Table 13. f . test  
ANOVA <sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	47,974	2	23,987	2,656	.078 <sup>b</sup>
	Residual	605.169	67	9.032		
	Total	653.143	69			

a. Dependent Variable: Commitment Organizational

b. Predictors: (Constant), Workload, Fatigue Work

Source: Results of SPSS Data Processing Version 25, 2022

Based on table 13 to test the relationship of the independent variable to the dependent variable as simultaneous seen from the calculated f column and sig column, it can be interpreted that:

Work fatigue and workload variables simultaneously or together have a significant effect on organizational commitment. this is indicated by a significance level of  $0.078 > 0.05$  and also the results of f count ( $2.656 < f$  table (3.13) which means that the work fatigue and workload variables simultaneously or together do not have a significant effect on the organizational commitment variable (y)

## 3. t-test

**Table 14. t-test  
Coefficients <sup>a</sup>**

Unstandardized Coefficients		Standardized Coefficient	t	Sig.
B	Std. Error	Beta		
32,694	3.776		8,657	.000
-.127	.078	-.191	-1.625	.109
.155	.097	.187	1,893	.006

a. Dependent Variable: Commitment Organizational

Source: Results of SPSS Data Processing Version 25, 2022

Based on the output results above, the t value for the Work Fatigue variable (X) is 1.893. because the value of the t count is known, the next step is to compare it with the t table. While the value of the t table is 1.667. Because the t-value of the variable (X) is 1.893, it is greater than the t-table value of 1.667 so it can be concluded that "There is an effect of Work Fatigue (X) on Organizational Commitment (Y).

### 3.5 Tabulation Results

#### 1. Work Fatigue Tabulation Results

**Table 15.** Tabulation of Work Fatigue Variables (X1)

No	Statement	STS	TS	N	S	SS	SCORE	MEAN
1	Moment work I feel heavy in the head	1	18	41	9	1	201	2.87
2	Moment work I feel tired all over the body	2	15	43	9	1	202	2.88
3	The moment work my feet feel heavy	6	17	34	12	1	195	2.78
4	Moment work I feel want to evaporate	5	31	23	11	0	180	2.57
5	Moment work thought I feel chaotic	0	20	31	18	1	210	3
6	Moment work I feel sleepy	1	20	34	13	2	205	2.92
7	Moment work I feel there is a burden on the eyes	4	22	28	14	2	198	2.82
8		6	21	32	7	4	192	2.74
9	Moment work I feel staggered when standing up	7	18	30	13	2	195	2.78
10	Moment work I feel want to lie down	2	13	35	16	4	217	3.1
11	I feel difficult to think	3	12	31	21	3	219	3.12
12	I feel tired of speak	0	14	30	22	4	226	3.22
13	Moment work I feel flustered face something	0	13	33	23	1	222	3.17

Source: Processed Data, 2022

## 2. Workload Tabulation Results

**Table 16.** Tabulation of Workload Variables (X2)

No	Question	Choice Answer					SCORE	MEAN
		STS	TS	RR	S	SS		
1.	I'm working on many profession every must day _ quick solved	0	7	38	20	5	233	3.32
2.	must target I achieved in the profession too tall	5	14	26	22	3	214	3.05
3.	I get and complete profession with level high difficulty _	0	11	26	25	8	240	3.42
4.	Always a task given sometimes nature sudden with period short time _	1	11	30	19	9	234	3.34
5.	The leader I often require every employee have a work target good in the and outside office	0	10	35	21	4	229	3.27
6.	A sense of responsibility and too many answers to results work, make me nervous	1	9	27	22	11	243	3.47
7.	A lot of time I spend for complete office work _ makes me not have my time personal	0	14	25	23	8	235	3.35

*Source: Processed Data, 2022*

### 3. Organizational Commitment Results

**Table 16.** Tabulation of Organizational Commitment Variables (Y)

No.	Statement	STS	TS	R	S	SS	SCORE	MEAN
<i>Affective Commitment</i>								
1.	I will feel so happy using up		8	26	31	5	243	3.47
	For the remainder career I'm in the company this		8	26	31	5	243	3.47
2.	I feel problems that occur in the company		9	33	24	4	233	3.32
	Becomes a problem for me too		9	33	24	4	233	3.32
3.	I feel Become part family on company this.		8	27	30	5	242	3.45
			8	27	30	5	242	3.45
4.	I'm hard leave company this because afraid		7	19	36	8	255	3.64
	no, get an opportunity to work in another place.		7	19	36	8	255	3.64
5.	would be too harmful to me for		6	23	30	11	256	3.65
	leave company this		6	23	30	11	256	3.65
6.	Difficult get profession with an income		6	30	28	6	244	3.48
	a good one like a profession I now		6	30	28	6	244	3.48
7.	I feel company this has many meritorious for live me.		6	30	22	12	250	3.57
			6	30	22	12	250	3.57
8.	I feel not yet given many contributions	2	4	27	27	10	249	3.55
	for the company this.	2	4	27	27	10	249	3.55
9.	This company-worthy get faithfulness from me.	1	11	33	19	6	228	3.25
		1	11	33	19	6	228	3.25

Source: Processed Data, 2022



### 3.6 Discussion

The discussion in this study aims to analyze the effect of work fatigue and workload on organizational commitment at PT. Tunas Baru Lampung, Tbk-Banyuasin. From the results of the study, it was found that work fatigue had no significant effect on organizational commitment, while workload had a significant effect on organizational commitment.

The results of calculations through data analysis show that there is no positive influence between work fatigue and organizational commitment at PT. Tunas Baru Lampung, Tbk-Banyuasin. The partial test (t) shows no effect. Based on the results of the study, while the workload affects organizational commitment, the variable regression coefficient is 0, -127, which means that the work fatigue variable has no significant effect on organizational commitment, while the variable regression coefficient is 0.155, which means that the workload variable has a significant effect on organizational commitment. at PT Tunas Baru Lampung Tbk-banyuasin

## IV. Conclusion

This research was conducted to examine the effect of work fatigue and workload on organizational commitment at PT. Tunas Baru Lampung Tbk-Banyuasin Based on the results of the research and discussion hypothesis testing, the conclusions can be described as follows: 1). The work environment does not affect organizational commitment at PT. Tunas Baru Lampung Tbk-Banyuasin. 2). Workload affects organizational commitment at PT. New Tunas Lampung Tbk-Banyuasin

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